



Report for the year 2024

Aramark Norge Offshore AS and Aramark Norge Onshore Services AS (hereafter Aramark Norge) will not only deliver first-class catering services to offshore rigs and catering to our onshore location. We will also safeguard and develop sustainable business practices, ensure decent working conditions and compliance with fundamental human rights. This commitment is codified in our internal Human Rights Policy publicly available on our website.

We provide catering services in the form of cleaning and food service at offshore locations. This gives us a unique insight and opportunity to work purposefully with sustainable measures from start to finish in collaboration with owners, employees and suppliers.

Sustainability has long been on the agenda of Aramark Norge. We map monthly that we are on track with goals set for the year and have integrated sustainability into all our work processes.

Many of us may experience situations where it is difficult to know how we should or shall behave. A common platform and perception of basic ethical principles helps to build the culture we want to have in Aramark Norge. Such basic ethical principles are also an expression of what our employees, business partners and society in general can expect from us. These principles reflect the internationally recognised OECD Guidelines for Multinational Enterprises, which underpin Norway's Transparency Act.

We are dependent on various raw materials and ingredients that are produced both in and outside Norway. Our suppliers, who are Norwegian and recognised, must live up to the same standards that we set for their own operations.

At Aramark Norge, we consciously choose raw materials and packaging that are produced in a sustainable way through good relationships with our suppliers. As a customer, you should be confident that the products you buy are produced in such a way that people, animals and the environment have been taken care of, and that our employees have decent working conditions and rights. Through the principles laid down in the Transparency Act, the work of securing input factors from suppliers who take fundamental human rights and decent working conditions seriously will be further sharpened.

The Transparency Act

The Transparency Act entered into force on 1 July 2022. This means that both Aramark Norge and other companies must now be more open and transparent about how our business affects the world around us.

The Transparency Act is intended to help us reduce the risk of companies causing or contributing to human rights violations. It also helps us do our part to ensure decent working conditions for our suppliers and our owners, as well as for ourselves.



Aramark Norge works systematically to ensure fundamental human rights in our value chain. This means that the management and the board are well-integrated into the work, and it is anchored in board minutes.

Our approach to due diligence and reporting is fully aligned with the OECD Due Diligence Guidance for Responsible Business Conduct, ensuring that our processes meet leading international expectations as well as national legal requirements.

The Act is intended to promote companies' respect for fundamental human rights and decent working conditions across their own operations, suppliers and the wider value chain. The law requires companies to carry out due diligence assessments to understand the risk of breaches and to take measures where necessary. Furthermore, the company has a duty to inform about what has been used as a basis for the due diligence assessments and the results of these.

Due diligence

It is important that Aramark Norge can be sure that its own business, as well as our suppliers of raw materials, operate without this being at the expense of basic human rights and decent working conditions. This means, among other things, that we carry out due diligence assessments of our own and our suppliers' activities.

We have carried out due diligence assessments of our own company, suppliers and business contacts. Suppliers are selected based on, among other things, product and raw material, the countries they operate in and how large our purchases are from them. The model and criteria used as a basis for the selection of suppliers are under continuous assessment and updating to capture emerging human-rights-related risks. A detailed description of our due diligence methodology is available on our public website.

Based on specific criteria, our model identifies risk and assessment levels for suppliers and business associates. We conduct reviews with suppliers and business associates who may be at high risk to identify appropriate risk-reducing measures. Stakeholder perspectives are integral to this process and are obtained through supplier audit interviews, employee surveys, collaboration with trade unions and analysis of customer feedback.

Normally, due diligence assessments are repeated annually or when significant changes occur.

Aramark has established procedures, registers of suppliers, subcontractors and business partners. Questionnaires and systems for collecting information are in use and follow-up questions to our contacts are issued every six months.

Based on risk assessments and mappings from the last assessment in June 2025, we found that one supplier has operations in China and South Korea. Measures implemented include audits of four existing factories and one new factory by an



external auditor. New contracts have been signed with the factories, including signed and agreed Supplier Codes of Conduct and compliance with internal guidelines. The supplier also initiated a physical meeting with a factory that moved from China to Vietnam to discuss an external social audit, among other topics. The supplier will follow up on the audit report after completion.

All other suppliers show no concrete findings or possible risk scenarios in their connections.

No findings have been revealed in our own operations.

Forward-looking commitment

In 2025/26, Aramark Norge will further enhance supplier engagement through targeted training on human rights and decent working conditions and by co-creating improvement plans with suppliers identified as high-risk.

Published online 30.06.2025 by QHSE Manager, Aramark Norge

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Helen Milligan Smith
Chairman of the Board

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Carl Johnson
Board member

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Michelle Handforth
Board member

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Bernt Sandsmark
Director of Operations